



**INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)**

Accreditation - (Cycle - 1)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
ST.JOSEPH'S COLLEGE FOR WOMEN, TIRUPUR**

**Tirupur
Tamil Nadu
641604**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

Section I:GENERAL INFORMATION

| | | |
|--|--|---|
| 1.Name & Address of the institution: | ST.JOSEPH'S COLLEGE FOR WOMEN, TIRUPUR Tirupur Tamil Nadu 641604 | |
| 2.Year of Establishment | 2000 | |
| 3.Current Academic Activities at the Institution(Numbers): | | |
| Faculties/Schools: | 3 | |
| Departments/Centres: | 10 | |
| Programmes/Course offered: | 15 | |
| Permanent Faculty Members: | 66 | |
| Permanent Support Staff: | 24 | |
| Students: | 1072 | |
| 4.Three major features in the institutional Context (Asperceived by the Peer Team): | 1. Minority institution committed to empowerment of women 2. Self-financed institution offering UG, PG and M.Phil programs. 3. Serving the needs of education of women in an industrial township | |
| 5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure): | From : 22-03-2019 To : 23-03-2019 | |
| 6.Composition of Peer Team which undertook the on site visit: | | |
| | Name | Designation & Organisation Name |
| Chairperson | DR. RAJAN WELUKAR | Vice Chancellor,G H RAISONI UNIVERSITY |
| Member Co-ordinator: | DR. RADHIKA NAYAK | Principal,DEMPO COLLEGE OF COMMERCE AND ECONOMICS |
| Member: | MR. SHEELA PRASAD | Professor,UNIVERSITY OF HYDERABAD |
| NAAC Co - ordinator: | Dr. Darikhan Kamble | |

Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics (QIM) in Criterion 1)

| | |
|--------------|--|
| 1.1 | Curricular Planning and Implementation |
| 1.1.1 QIM | The institution ensures effective curriculum delivery through a well planned and documented process |
| 1.2 | Academic Flexibility |
| 1.3 | Curriculum Enrichment |
| 1.3.1 QIM | Institution integrates cross-cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum |
| 1.4 | Feedback System |

Qualitative analysis of Criterion 1

The institution is affiliated to Bharathiar University and is following the prescribed syllabus.

The CBCS is implemented. The curriculum is transacted through Lesson Plan, Plans of Action, Academic Calendar and Work Diary.

Six new Programs have been introduced by the institution in the assessment period.

Cross-cutting issues such as “Women’s Rights” Value Education”, “Human Rights” and “Environmental Studies” are compulsory papers for the UG programs in the curriculum of Bharathiar University.

Two Bridge courses (Basics of computer & Internet and English communication skills) are conducted.

Tally, Embroidery and Yoga courses are offered.

Feedback is obtained from students, parents, staff and Alumni, however, there is no formal mechanism to

follow up on the feedback.

Teachers have not made any written representation to the university for changes in curriculum.

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| Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2) | |
|--|---|
| 2.1 | Student Enrollment and Profile |
| 2.2 | Catering to Student Diversity |
| 2.2.1 QIM | The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners |
| 2.3 | Teaching- Learning Process |
| 2.3.1 QIM | Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences |
| 2.3.4 QIM | Innovation and creativity in teaching-learning |
| 2.4 | Teacher Profile and Quality |
| 2.5 | Evaluation Process and Reforms |
| 2.5.1 QIM | Reforms in Continuous Internal Evaluation(CIE) system at the institutional level |
| 2.5.2 QIM | Mechanism of internal assessment is transparent and robust in terms of frequency and variety |
| 2.5.3 QIM | Mechanism to deal with examination related grievances is transparent, time-bound and efficient |
| 2.5.4 QIM | The institution adheres to the academic calendar for the conduct of CIE |
| 2.6 | Student Performance and Learning Outcomes |
| 2.6.1 QIM | Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students |
| 2.6.2 QIM | Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution |
| 2.7 | Student Satisfaction Survey |

Qualitative analysis of Criterion 2

The institution maintains a conducive student-teacher ratio of 17:1.

Learning outcomes are communicated to the students and are published on the institutional website.

Remedial classes are arranged for slow learners identified on the basis of marks obtained in qualifying exams.

Though there are some examples of experiential learning, participative learning it needs to be integral part of teaching learning process.

'Swayam Prabha' DTH channels in 10 classrooms have been installed in which large number of students are enrolled.

49 teachers possess M.Phil degree, 7 are qualified with NET/SET. 4 teachers have obtained their PhD degrees while 13 teachers are pursuing doctoral studies.

The overall result is above 95 percent. The college has also produced 61 university rank holders during the assessment period, however, the college does not have any evidence of program and course outcomes.

Teacher of Tamil has received 2 awards, while teacher in Computer Science has received best paper award in a conference.

Internal assessment is transparent and is conducted as per the academic calendar.

Internships are facilitated for the students in some departments to enhance their learning.

| Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3) | |
|---|--|
| 3.1 | Resource Mobilization for Research |
| 3.2 | Innovation Ecosystem |
| 3.2.1 QIM | Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge |
| 3.3 | Research Publications and Awards |
| 3.4 | Extension Activities |
| 3.4.1 QIM | Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years |
| 3.5 | Collaboration |

Qualitative analysis of Criterion 3

Some teachers have research publications in national journals however, it needs to be published in quality peer reviewed journals. Research papers have been presented in conferences and seminars.

Resource mobilization for research is weak and needs to be strengthened.

The institution needs to focus on creating new knowledge and transferring it to the community.

The college is proactive in engaging with neighbourhood community for undertaking extension activities thereby sensitizing students to the issues confronting the underprivileged and marginalized sections.

Significant activities have been undertaken through the NSS, RRC, YRC, AICUF and under the aegis of Government and NGO programs such as Swatch Bharat etc.

| Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4) | |
|---|--|
| 4.1 | Physical Facilities |
| 4.1.1 QIM | The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc. |
| 4.1.2 QIM | The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities |
| 4.2 | Library as a Learning Resource |
| 4.2.1 QIM | Library is automated using Integrated Library Management System (ILMS) |
| 4.2.2 QIM | Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment |
| 4.3 | IT Infrastructure |
| 4.3.1 QIM | Institution frequently updates its IT facilities including Wi-Fi |
| 4.4 | Maintenance of Campus Infrastructure |
| 4.4.2 QIM | There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. |

Qualitative analysis of Criterion 4

The institution has a built up area of 20639 sq m and provides 39 classrooms, a hall, conference room and auditorium. Wifi facility and LAN connectivity enables ICT assisted teaching –learning.

Student support facilities include Gymnasium, Counselling and Health care facilities, Canteen with dining hall, Common Room and Co-operative stores (run by the students).

The Library is spread over 5047 sq ft and has a collection of 9317 books. It is automated with campus-I-Lab software. E resources are available. 33 computers with internet are provided.

The library also has a bar code printer, photocopier and scanner. The library subscribes to Shodhganga and is a member of NDL, Inflibnet and DELNET. The entire campus is under surveillance of CCTV cameras.

College needs to augment its collection of knowledge resources.

Sports room is available for indoor games and the playground has facility of a basket ball and volley ball court. Gymnasium is also available to enhance fitness of the students.

The campus is clean and maintained well.

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| Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5) | |
|---|--|
| 5.1 | Student Support |
| 5.2 | Student Progression |
| 5.3 | Student Participation and Activities |
| 5.3.2 QIM | Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution |
| 5.4 | Alumni Engagement |
| 5.4.1 QIM | The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years |

Qualitative analysis of Criterion 5

Student support is provided through the Placement and Career guidance cell, Women's cell, Grievance Redressal Cell, Anti-ragging committee and the Internal Complaints committee (ICC).

250 students have benefitted from placement services provided by the institution during the assessment period.

Scholar cards are provided by the library to meritorious students to allow them to borrow more books.

Coaching for competitive examinations should be a part of Placement cell activities.

Endowment prizes are given each year to few meritorious students. Merit cum Means scholarships are also awarded to outgoing first generation graduates.

Progression of students for higher studies needs to be encouraged.

The college has an elected students council. Representation of students on various academic and administrative committees may be encouraged.

Alumni extend financial as well as knowledge support to the students (Association registered).

| Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6) | |
|---|--|
| 6.1 | Institutional Vision and Leadership |
| 6.1.1 QIM | The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution |
| 6.1.2 QIM | The institution practices decentralization and participative management |
| 6.2 | Strategy Development and Deployment |
| 6.2.1 QIM | Perspective/Strategic plan and Deployment documents are available in the institution |
| 6.2.2 QIM | Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism |
| 6.2.4 QIM | Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions |
| 6.3 | Faculty Empowerment Strategies |
| 6.3.1 QIM | The institution has effective welfare measures for teaching and non-teaching staff |
| 6.3.5 QIM | Institution has Performance Appraisal System for teaching and non-teaching staff |
| 6.4 | Financial Management and Resource Mobilization |
| 6.4.1 QIM | Institution conducts internal and external financial audits regularly |
| 6.4.3 QIM | Institutional strategies for mobilisation of funds and the optimal utilisation of resources |
| 6.5 | Internal Quality Assurance System |
| 6.5.1 QIM | Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes |
| 6.5.2 QIM | The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms |
| 6.5.5 QIM | Incremental improvements made during the preceding five years (<i>in case of first cycle</i>) Post accreditation quality initiatives (<i>second and subsequent cycles</i>) |

| Qualitative analysis of Criterion 6 |
|---|
| <p>The College is a catholic minority institution established in the year 2000 committed to the cause of empowerment of women.</p> <p>The institution practices participatory governance, having conducted 5 Governing Body meetings and more than 15 management meetings, 30 council meetings, 40 staff meetings and 53 parent teacher meetings during the assessment period.</p> <p>The management supports the teaching staff through bus fare concession, financial support to attend</p> |

conferences and workshops.

Non-teaching staff are provided free bus travel facility, school fee concession for one child, partial medical reimbursement and loan facility.

Management appraises the performances of the teaching and non-teaching staff. However the API system based on PBAs is yet to be introduced.

The institution conducts financial audits regularly. The management contributes as and when funds are required.

The IQAC was constituted in the year 2015, It has overseen the systematic implementation of Student Enhancement Programs (SEPs).

It is also responsible for obtaining feedback from students, staff, alumni and Parents. The student feedback needs to be discussed with faculty and acted upon.

IQAC monitors student progression through result analysis submitted by the departments to the IQAC.

| Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7) | |
|---|--|
| 7.1 | Institutional Values and Social Responsibilities |
| 7.1.2 QIM | <p>1. Institution shows gender sensitivity in providing facilities such as:</p> <ol style="list-style-type: none"> 1. Safety and Security 2. Counselling 3. Common Room |
| 7.1.5 QIM | <p>Waste Management steps including:</p> <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • E-waste management |
| 7.1.6 QIM | Rain water harvesting structures and utilization in the campus |
| 7.1.7 QIM | <p>Green Practices</p> <ul style="list-style-type: none"> • Students, staff using <ol style="list-style-type: none"> a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants |
| 7.1.18 QIM | Institution organizes national festivals and birth / death anniversaries of the great Indian personalities |
| 7.1.19 QIM | The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions |
| 7.2 | Best Practices |
| 7.2.1 QIM | Describe at least two institutional best practices (as per NAAC Format) |
| 7.3 | Institutional Distinctiveness |
| 7.3.1 QIM | Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust |

Qualitative analysis of Criterion 7

The institution ascribes highest priority to the safety and security of the students and staff of the college.

The institution inculcates consciousness regarding solid waste management. It encourages a zero plastic policy. E-waste is collected and disposed to authorized e-waste collections in Tirupur town.

Rain water is harvested to augment the underground water levels.

Approximately 4000 sq meters of land on the campus has green coverage. Majority of the students commute by buses provided by the college.

Institution promotes a culture of celebrating days of traditional importance and festivals to impart values and inculcates values of patriotism and communal harmony.

The college functions in a transparent manner.

Slow learners are identified and given extra coaching.

The college displays thought-provoking quotations along college corridors to motivate students and faculty.

Alumni has funded common facilities in the college.

The institution is distinctively empowering young women from low income families.

Section III: OVERALL ANALYSIS based on Institutional strengths, Weaknesses, Opportunities & Challenges (SWOC) (up to 500 words)

Strength

Strengths:

- The college is situated in an industrial area renowned as an export hub.
- The management is resourceful, functional and visionary.
- The college has adequate provision for safety and security of students.
- Well maintained infrastructure, clean and green campus
- Diversified management of the college draws support from many institutions

Weakness:

- Less number of doctoral faculty members
- Inability to fill sanctioned strength of students
- Being an affiliated institution, the college has less flexibility in designing and revising curriculum
- Lack of inter and multi-disciplinary approach in teaching-learning process
- Resource mobilization for research is weak

Opportunity:

- To collaborate with local industry
- Enhancing employability in graduates in enterprise education and entrepreneurship
- To create a synergy with sister institutions of the college
- To introduce skill oriented value added courses

Challenges:

- To increase the intake of students
- To generate financial resources from outside agencies
- To mobilise resources for research projects
- To train teachers in latest pedagogies and developments in their disciplines
- To improve English language skills of students from a regional language background

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- Teacher training is necessary for modern pedagogy and ICT technologies.
- Resource mobilization for research and publications in quality peer reviewed journals should be a priority
- The college needs to offer need-based skill oriented diploma and certificate level courses
- Being located in a major industrial township, collaborations and linkages with industry must be explored
- The placement cell should be activated to offer career guidance and coaching for competitive exams
- The college should work towards setting up a language lab and also providing training in Excel for the students
- The bridge course for students of Non-English back ground may be extended to one year instead of the present one month, to enable students to benefit more
- The admission process should be made online.
- There is a need to build a hostel to facilitate girls from outside Tirupur to join the college in order to bridge the current gap between sanctioned and actual intake of students.
- As the girl students come from marginalised backgrounds, a Psychology counsellor may be appointed by the college.

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

Seal of the Institution

| Sl.No | Name | | Signature with date |
|-------|---------------------|---------------------|---------------------|
| 1 | DR. RAJAN WELUKAR | Chairperson | |
| 2 | DR. RADHIKA NAYAK | Member Co-ordinator | |
| 3 | MR. SHEELA PRASAD | Member | |
| 4 | Dr. Darikhan Kamble | NAAC Co - ordinator | |

Place

Date

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